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How ANZSCO works

The Australian and New Zealand Standard Classification of Occupations (ANZSCO) is a skill-based classification used to categorise all occupations.

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ANZSCO defined

ANZSCO is the skill-based classification used to categorise all occupations and jobs undertaken for profit in the Australian and New Zealand labour markets. It is used in the collection and dissemination of all official statistics on occupation and is a key tenet of Australia's statistical infrastructure. ANZSCO is applied to a range of data sets, including the Census of Population and Housing, that inform and support government policy settings and programs – from vocational education and training to skilled migration programs.

The custodians of ANZSCO are ABS and Stats NZ. These agencies developed ANZSCO as a joint project which was first published in 2006. While the ANZSCO has had some minor updates, it still largely reflects the original 2006 version of ANZSCO, which was based on the 2001 labour market.

Figure 1 Structure of ANZSCO, by occupation group

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 1 Managers	 2 Professionals	 3 Technicians and Trade Workers	 4 Community and Personal Service Workers	 5 Clerical and Administrative Workers	 6 Sales Workers	 7 Machinery Operators and Drivers	 8 Labourers
13 Specialist Managers	22 Business, Human Resource and Marketing Professionals	31 Engineering, ICT and Science Technicians	42 Carers and Aides	53 General Clerical Workers	61 Sales Representatives and Agents	72 Mobile Plant Operators	83 Factory Process Workers
135 ICT Managers	222 Financial Brokers and Dealers, and Investment Advisers	312 Building and Engineering Technicians	421 Child Carers	532 Keyboard Operators	612 Real Estate Sales Agents	721 Mobile Plant Operators	831 Food Process Workers
1351 ICT Managers	2221 Financial Brokers	3122 Civil Engineering Draftspersons and Technicians	4211 Child Carers	5321 Keyboard Operators	6121 Real Estate Sales Agents	7212 Earthmoving Plant Operators	8311 Food and Drink Factory Workers
135111 Chief Information Officer	222111 Commodities Trader	312212 Civil Engineering Technician	421111 Child Care Worker	532111 Data Entry Operator	612112 Property Manager	721213 Bulldozer Operator	831113 Confectionery Maker
14 Hospitality, Retail and Service Managers	23 Design, Engineering, Science and Transport Professionals	39 Other Technicians and Trades Workers	45 Sports and Personal Service Workers	59 Other Clerical and Administrative Workers	62 Sales Assistants and Salespersons	73 Road and Rail Drivers	84 Farm, Forestry and Garden workers
141 Accommodation and Hospitality Managers	231 Air and Marine Transport Professionals	399 Miscellaneous Technicians and Trades Workers	452 Sports and Fitness Workers	599 Miscellaneous Clerical and Administrative Workers	621 Sales Assistants and Salespersons	733 Truck Drivers	841 Farm, Forestry and Garden Workers
1413 Hotel and Motel Managers	2311 Air Transport Professionals	3991 Boat Builders and Shipwrights	4522 Outdoor Adventure Guides	5995 Inspectors and Regulatory Officers	6214 Pharmacy Sales Assistants	7331 Truck Drivers	8415 Livestock Farm Workers
141311 Hotel or Motel Manager	231111 Aeroplane Pilot	399111 Boat Builder and Repairer	452216 Trekking Guide	599512 Immigration Officer	621411 Pharmacy Sales Assistants	733115 Tow Truck Driver	841512 Dairy Cattle Farm Worker

How ANZSCO works

ANZSCO is a hierarchical classification system that categorises occupations according to one of 8 major groups and then into increasingly smaller sub-categories: sub-major group; minor group; unit group, before resulting in the specific occupation. The hierarchical structure of ANZSCO is illustrated in Figure 1. This includes examples of how that structure works for each of the major groups.

These hierarchical levels have a corresponding reference number ('code') with a specific number of digits:

- major groups are represented by a single digit code
- sub-major groups by a 2 digit code
- minor groups by a 3 digit code
- unit groups by a 4 digit code
- occupations by a 6 digit code.

Workforce data is captured at the lowest level, the 6-digit 'occupation', through data collections such as the Census

and the Labour Force Survey. However, data tends to be presented at a higher level such as at the sub-major group (3 digit categories) or unit group (4 digit categories). For example, the [2016 Census Employment Data Cube \(https://www.abs.gov.au/AUSSTATS/SUBSCRIBER.NSF/log?openagent&207113%20-%20employment.xls&2071.0&Data%20Cubes&08DA1A36BEE48718CA258218001427D8&0&2016&18.01.2018&Latest\)](https://www.abs.gov.au/AUSSTATS/SUBSCRIBER.NSF/log?openagent&207113%20-%20employment.xls&2071.0&Data%20Cubes&08DA1A36BEE48718CA258218001427D8&0&2016&18.01.2018&Latest) (ABS 2018) (see table 8) provides numbers of workers at the unit group (4 digit) level.

Definitions and specialisations

Each occupation in ANZSCO is defined by its primary tasks. Each occupation's definition may also include alternate titles for the occupation as well as note specialisations.

Information on industries and sectors is captured using a separate classification system, the Australian and New Zealand Standard Industrial Classification (ANZSIC). ANZSIC is used to classify the activity of organisations undertaking productive activities such as businesses, companies and not-for-profit organisations. It enables information about businesses, including employee data, to be grouped by reference to their industry and supports comparisons between industries.

Some occupations are unique to an industry or sector, for example, shearer is an occupation that is unique to the agriculture sector while miner is unique to the mining industry. Other occupations, such as accountant and human resource manager, are common to multiple industries or sectors. These occupations can only be aligned to a specific industry or sector if there are underlying tasks and skills which are distinct to that industry. Box 1 shows how some occupations in ANZSCO are defined.

Data on the number of people undertaking a particular occupation are only captured at the 6-digit occupation level. Data are not able to be further delineated to show the number of people that are undertaking a specialisation nor an occupation that is included in a catch-all 'nec' (not elsewhere classified) category. To ensure that all occupations are represented in the ANZSCO, some which do not meet the threshold for the number of people undertaking them are gathered into catch-all 'nec' (not elsewhere classified) categories across the classification.

Examples of occupation definitions and specialisations

133211 Engineering Manager									
Definition:	Plans, organises, directs, controls and coordinates the engineering and technical operations of an organisation.								
252312 Dentist									
Alternative Titles:	· Dental Practitioner · Dental Surgeon								
Definition:	Diagnoses and treats dental disease, injuries, decay and malformations of the teeth, periodontal tissue (gums), hard and soft tissue found on the mouth and other dento-facial structures using surgery and other techniques. Registration or licensing is required.								
399911 Diver									
Definition:	Swims underwater to undertake tasks such as seafood gathering, research, salvage and construction. Registration or licensing may be required.								
Specialisations:	· Abalone Diver · Clearance Diver (Navy) · Fisheries Diver · Hyperbaric Welder · Diver · Offshore Diver · Onshore Diver · Pearl Diver · Saturation Diver · Scientific Diver								
431112 Barista									
Definition:	Prepares and serves espresso coffee and other hot beverages to patrons in a cafe, coffeeshop, restaurant or dining establishment.								
551211 Bookkeeper									
Definition:	Maintains and evaluates records of financial transactions in account books and computerised accounting systems.								
Specialisations:	· Financial Administration Officer								
612114 Real Estate Agent									
Definition:	Coordinates the activities of real estate representatives in selling and leasing real estate, ensuring compliance with legislative requirements. Registration or licensing is required.								
721916 Streetsweeper Operator									
Definition:	Operates plant to clean streets and gutters of litter and debris. Registration or licensing is required.								
851211 Pastrycook's Assistant									
Definition:	Assists a pastrycook by performing routine tasks in the kitchen such as preparing ingredients, and cleaning and storing equipment.								
Specialisations:	· Bakery Assistant								

Skill levels

Each occupation is assigned a skill level. The skill level reflects the range and complexity of the set of tasks undertaken in the occupation. These skill levels measure the level or amount of formal education and training, the amount of previous experience in a related occupation and the amount of on-the-job training required to competently perform the set of tasks required for that occupation. The 5 broad skill levels used in ANZSCO are outlined in Figure 2.

Figure 2 Structure of ANZSCO by skill level

Skill Level 1	• Occupations that have a level of skill commensurate with a bachelor degree or higher qualification. • At least five years of relevant experience may substitute for formal qualifications.
Skill Level 2	• Occupations that have a level of skill commensurate with an Australian Qualifications Framework Associate degree, Advanced Diploma or Diploma. • At least three years of relevant experience may substitute for formal qualifications.
Skill Level 3	• Occupations that have a level of skill commensurate with an Australian Qualifications Framework Certificate IV or Certificate III including at least two years of on-the-job training. • At least three years of relevant experience may substitute for formal qualifications.
Skill Level 4	• Occupations that have a level of skill commensurate with an Australian Qualifications Framework Certificate II or III. • At least one year of relevant experience may substitute for formal qualifications.
Skill Level 5	• Occupations that have a level of skill commensurate with an Australian Qualifications Framework Certificate I or compulsory secondary education. • For some occupations a short period of on-the-job training may be required in addition to or instead of the formal qualification.

Categories at all levels – major group, sub-major group, minor group and unit group – also have an indicative skill level which describes the skill level for most occupations in that category. For example, occupations in the Managers major group are at skill level 1 or skill level 2 and occupations in the Labourers major group are at skill level 4 or skill level 5. The indicative skill level associated with occupations in each major group is outlined in Table 1.

Table 1 Indicative skill levels attributed to major occupation groups in ANZSCO

Major group	Predominant skill levels
1 – Managers	1 and 2
2 – Professionals	1
3 – Technicians and Trade Workers	2 and 3
4 – Community and Personal Service Workers	2, 3, 4 and 5
5 – Clerical and Administrative Workers	2, 3, 4 and 5
6 – Sales Workers	3, 4 and 5
7 – Machinery Operators and Drivers	4
8 – Labourers	4 and 5